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## **HIGHLIGHTS OF COLUMBUS, OHIO NATIONAL COMPENSATION SURVEY APRIL 2000**

Workers in the Columbus, Ohio, metropolitan area averaged \$16.77 per hour during April 2000, according to a new survey released by the U. S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Peter J. Hebein reported that white-collar workers averaged \$19.63 per hour and accounted for 59 percent of the workers in the area. Blue-collar employees averaged \$13.75 per hour and represented 25 percent of the workforce, while the remaining 16 percent worked in service occupations and earned \$10.48 per hour. (See table 1.)

The National Compensation Survey (NCS) presents straight-time earnings for occupations in establishments employing 50 or more workers in private industry and State and local governments. The survey excludes agricultural establishments, private households, the self-employed, and the Federal Government. This NCS covered 209 firms representing 400,600 workers in the Columbus metropolitan area, which includes Delaware, Fairfield, Franklin, Licking, Madison, and Pickaway Counties in Ohio. Seventy-six percent of those represented worked in private industry.

In the Columbus metropolitan area, average hourly wages were published for more than 70 detailed occupations. (See table 1.) Among white-collar workers, registered nurses averaged \$20.10 per hour; secretaries, \$15.04; and cashiers, \$7.19. Blue-collar occupations included carpenters earning \$16.40 per hour, truck drivers at \$15.91, and stock handlers and baggers at \$9.14. In the service occupations janitors and cleaners averaged \$10.42 per hour and cooks, \$9.60.

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the Columbus area averaged \$17.81 per hour and part timers earned \$8.48. Union workers in blue-collar jobs averaged \$15.50 per hour, while their non-union counterparts made \$12.83. Private industry workers in establishments employing 50-99 workers averaged \$13.48 per hour and those in establishments with 500 or more employees earned \$17.62.

The NCS is part of a statistical program that will eventually integrate three separate surveys of wages and benefits into one comprehensive compensation program increasing the amount of data available. Data provided by the NCS may be

used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. Average rates of pay are also available for levels of work within an occupation based on knowledge, skill, independent judgment, supervision received and other factors required on the job.

### **Survey Availability**

Complete survey results are contained in the Columbus, OH National Compensation Survey, April 2000 (Bulletin 3105-23). While supplies last, single copies of the bulletin are available from the Chicago Information Office by calling 312-353-1880. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at <http://www.bls.gov/comhome.htm>. Survey tables can also be obtained from the Bureau's fax-on-demand service in Chicago by dialing (312) 353-1880, menu option 1. Up to four documents at a time may be selected and faxed to you within minutes, 24 hours a day.

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For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the Chicago Information Office at (312) 353-1880 from 8:00 a.m. to 3:00 p.m. CT.

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## Technical Note

The list of establishments from which a survey sample is selected is developed from State unemployment insurance reports. Each sampled establishment is randomly selected with a probability proportional to its employment. Use of this technique means that the larger the establishment's employment, the greater its chance of selection. Weights are applied to each establishment when the data are tabulated, so that a sampled establishment represents all establishments of similar size and employment.

The next step in sample selection is a probability sample of occupations within the selected establishment. As with establishments, occupations are selected using a probability proportional to the number of employees within each occupation. Therefore, the occupations with the largest number of employees have the greatest probability of being selected. After being selected, jobs are classified based on the Census of Population system of approximately 480 occupations. Data are then broken down for private industry, State and local governments, full-time and part-time workers, and other workforce characteristics. Wage rates for different work levels within occupation groups also are published. The process of determining these work levels is called generic leveling. (See Appendix B of the published report or Fax-on-Demand Document No. 9455.)

Generic leveling ranks and compares all randomly selected occupations in an establishment using the same 10 leveling factors: knowledge, supervision received, guidelines, complexity, scope and effect, personal contacts, purpose of contacts, physical demands, work environment, and supervisory duties. Each of the first nine factors (supervisory duties are excluded) contains a number of levels and each level has an associated written description and point value. The total number of points determines the overall level of the occupation. (See Appendix C of the published report or Fax-on-Demand Document No. 9456.)

Additional information on survey methodology is available in Appendix A of the published bulletin, from the Internet at <http://www.bls.gov/compub.htm>, and in Document No. 9457 on the BLS Fax-on-Demand.

Table 1. Mean hourly earnings<sup>1</sup>, all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Columbus, OH, April 2000

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>All</b> .....	\$16.77	2.4	\$15.52	3.0	\$20.73	3.5
All excluding sales .....	17.01	2.4	15.73	3.0	20.73	3.5
<b>White collar</b> .....	19.63	2.7	18.59	3.5	22.05	3.9
White collar excluding sales .....	20.37	2.6	19.52	3.4	22.05	3.9
<b>Professional specialty and technical</b> .....	24.31	3.0	23.54	4.1	25.22	4.7
Professional specialty .....	25.74	3.6	25.50	4.6	26.01	5.6
Engineers, architects, and surveyors .....	30.34	5.3	30.64	5.4	—	—
Civil engineers .....	28.10	8.5	—	—	—	—
Engineers, n.e.c. ....	29.58	6.6	29.58	6.6	—	—
Mathematical and computer scientists .....	26.12	2.6	26.14	2.7	—	—
Computer systems analysts and scientists .....	26.29	2.9	26.31	3.0	—	—
Natural scientists .....	25.58	10.2	28.18	16.2	—	—
Health related .....	21.42	8.5	22.89	7.0	16.97	14.1
Registered nurses .....	20.10	2.2	19.61	2.3	22.42	5.8
Pharmacists .....	30.58	2.5	30.58	2.5	—	—
Teachers, college and university .....	30.16	11.1	30.16	11.1	—	—
Teachers, except college and university .....	28.92	3.3	—	—	29.51	3.4
Prekindergarten and kindergarten .....	26.22	6.4	—	—	—	—
Elementary school teachers .....	29.58	4.1	—	—	30.16	4.5
Secondary school teachers .....	30.44	2.4	—	—	30.59	2.5
Teachers, special education .....	28.74	6.0	—	—	28.74	6.0
Teachers, n.e.c. ....	27.98	10.1	—	—	29.19	9.3
Librarians, archivists, and curators .....	23.44	12.2	—	—	23.40	12.6
Librarians .....	23.44	12.2	—	—	23.40	12.6
Social scientists and urban planners .....	20.91	15.0	—	—	—	—
Social, recreation, and religious workers .....	23.40	20.5	16.62	7.8	27.12	17.7
Social workers .....	23.40	20.5	16.62	7.8	27.12	17.7
Lawyers and judges .....	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c. ....	21.25	5.6	21.25	5.6	—	—
Technical .....	19.45	8.4	17.24	6.1	22.31	4.3
Clinical laboratory technologists and technicians .....	13.38	6.3	—	—	—	—
Licensed practical nurses .....	14.27	2.4	14.37	2.8	—	—
Health technologists and technicians, n.e.c. ....	19.29	21.9	19.42	22.2	—	—
Engineering technicians, n.e.c. ....	17.30	16.0	17.77	16.9	—	—
Technical and related, n.e.c. ....	22.16	4.6	17.77	7.5	—	—
<b>Executive, administrative, and managerial</b> .....	28.84	4.7	30.67	5.0	24.35	6.8
Executives, administrators, and managers .....	34.68	5.3	35.52	5.6	29.14	9.5
Administrators and officials, public administration .....	21.55	12.0	—	—	21.55	12.0
Financial managers .....	29.51	11.6	29.42	11.7	—	—
Managers, marketing, advertising, and public relations .....	45.34	15.6	45.34	15.6	—	—
Administrators, education and related fields .....	39.54	9.1	—	—	—	—
Managers, food servicing and lodging establishments .....	22.67	7.2	—	—	—	—
Managers, service organizations, n.e.c. ....	23.97	6.8	21.69	2.8	—	—
Managers and administrators, n.e.c. ....	37.35	6.6	37.58	6.7	—	—
Management related .....	23.74	5.9	24.24	8.1	23.06	8.4
Accountants and auditors .....	22.31	4.8	23.39	5.5	—	—
Other financial officers .....	30.43	22.4	—	—	—	—
Personnel, training, and labor relations specialists .....	20.65	3.3	20.67	6.6	—	—
<b>Sales</b> .....	13.00	10.6	13.00	10.6	—	—
Supervisors, sales .....	12.71	8.3	12.71	8.3	—	—
Advertising and related sales .....	24.72	17.7	24.72	17.7	—	—
Sales workers, apparel .....	7.80	3.8	7.80	3.8	—	—
Sales workers, other commodities .....	8.06	9.3	8.06	9.3	—	—
Cashiers .....	7.19	3.5	7.19	3.5	—	—
<b>Administrative support, including clerical</b> .....	12.78	3.2	12.10	3.0	14.97	5.6
Secretaries .....	15.04	4.7	14.07	3.4	16.52	7.3
Order clerks .....	10.54	18.5	10.54	18.5	—	—

See footnotes at end of table.

Table 1. Mean hourly earnings<sup>1</sup>, all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Columbus, OH, April 2000 — Continued

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>White collar</b> —Continued						
<b>Administrative support, including clerical</b> —Continued						
Library clerks .....	\$10.30	10.3	—	—	\$8.76	3.7
Records clerks, n.e.c. ....	12.05	4.7	\$11.98	5.1	—	—
Bookkeepers, accounting and auditing clerks .....	13.48	7.9	12.06	5.2	—	—
Mail clerks, except postal service .....	8.69	11.6	7.98	9.3	—	—
Stock and inventory clerks .....	11.17	4.4	10.86	4.3	—	—
Material recording, scheduling, and distribution clerks, n.e.c. ....	12.16	9.9	12.16	9.9	—	—
Insurance adjusters, examiners, and investigators .....	14.63	6.8	14.63	6.8	—	—
Investigators and adjusters, except insurance .....	11.60	5.8	11.54	6.5	—	—
General office clerks .....	11.64	4.8	11.24	6.6	12.43	1.4
Data entry keyers .....	10.15	3.0	10.05	3.3	—	—
Teachers' aides .....	10.45	7.3	—	—	—	—
Administrative support, n.e.c. ....	11.98	10.2	11.94	11.1	—	—
<b>Blue collar</b> .....	13.75	3.5	13.59	3.8	15.80	1.8
<b>Precision production, craft, and repair</b> .....						
Industrial machinery repairers .....	17.31	4.2	17.47	4.9	16.52	3.5
Mechanics and repairers, n.e.c. ....	17.84	8.4	17.84	8.4	—	—
Mechanics and repairers, n.e.c. ....	20.54	4.9	20.83	4.8	—	—
Carpenters .....	16.40	5.9	—	—	—	—
Supervisors, production .....	21.87	7.1	21.87	7.1	—	—
<b>Machine operators, assemblers, and inspectors</b> .....						
Miscellaneous machine operators, n.e.c. ....	13.53	6.6	13.53	6.6	—	—
Welders and cutters .....	15.89	16.8	15.89	16.8	—	—
Welders and cutters .....	12.65	5.2	12.65	5.2	—	—
Assemblers .....	11.73	6.6	11.73	6.6	—	—
Production inspectors, checkers and examiners ..	13.08	6.6	13.08	6.6	—	—
<b>Transportation and material moving</b> .....						
Truck drivers .....	15.29	7.6	15.34	9.2	15.09	1.6
Truck drivers .....	15.91	13.3	15.91	13.3	—	—
Bus drivers .....	15.28	1.8	—	—	15.28	1.8
Industrial truck and tractor equipment operators ..	14.32	6.6	14.32	6.6	—	—
<b>Handlers, equipment cleaners, helpers, and laborers</b> .....						
Construction laborers .....	9.88	3.0	9.83	3.0	12.35	13.2
Construction laborers .....	13.23	4.7	—	—	—	—
Stock handlers and baggers .....	9.14	3.4	9.14	3.4	—	—
Laborers, except construction, n.e.c. ....	8.92	5.1	8.80	5.2	—	—
<b>Service</b> .....						
Protective service .....	10.48	8.5	7.66	4.9	17.34	8.8
Protective service .....	15.17	14.4	8.14	1.6	20.56	9.2
Guards and police, except public service .....	8.16	1.7	8.16	1.7	—	—
Food service .....	6.33	7.6	5.94	7.6	10.66	4.7
Waiters, waitresses, and bartenders .....	3.98	14.6	3.98	14.6	—	—
Bartenders .....	5.55	5.4	5.55	5.4	—	—
Waiters and waitresses .....	2.71	17.8	2.71	17.8	—	—
Waiters'/Waitresses' assistants .....	6.84	20.7	6.84	20.7	—	—
Other food service .....	9.15	3.6	8.81	4.1	10.66	4.7
Cooks .....	9.60	2.5	9.56	2.9	9.81	4.7
Kitchen workers, food preparation .....	9.67	3.6	9.42	4.0	—	—
Food preparation, n.e.c. ....	7.99	8.2	6.96	1.7	—	—
Health service .....	9.25	3.8	9.23	4.0	—	—
Nursing aides, orderlies and attendants .....	8.78	2.3	8.73	2.3	—	—

See footnotes at end of table.

Table 1. Mean hourly earnings<sup>1</sup>, all workers:<sup>2</sup> Selected occupations, private industry and State and local government, National Compensation Survey, Columbus, OH, April 2000 — Continued

Occupation <sup>3</sup>	Total		Private industry		State and local government	
	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)	Mean	Relative error <sup>4</sup> (percent)
<b>Service</b> —Continued						
Cleaning and building service .....	\$10.32	5.4	\$9.29	6.2	\$12.66	3.1
Janitors and cleaners .....	10.42	5.8	9.23	7.3	12.66	3.1
Personal service .....	8.97	6.5	8.17	11.5	10.22	4.8
Child care workers, n.e.c. ....	10.08	3.8	—	—	—	—
Service, n.e.c. ....	7.41	14.4	6.46	13.0	—	—

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup> All workers include full-time and part-time workers.

<sup>3</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

<sup>4</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around

a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means not elsewhere classified. Overall occupational groups may include data for categories not shown separately. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

**Table 2. Selected worker characteristics: Mean hourly earnings<sup>1</sup> by occupational group,<sup>2</sup> National Compensation Survey, Columbus, OH, April 2000**

Occupational group	Private industry and State and local government					
	Full-time workers <sup>3</sup>	Part-time workers <sup>3</sup>	Union <sup>4</sup>	Nonunion <sup>4</sup>	Time <sup>5</sup>	Incentive <sup>5</sup>
	Mean					
<b>All occupations</b> .....	\$17.81	\$8.48	\$18.30	\$16.23	\$16.72	\$20.46
All excluding sales .....	17.89	8.82	18.46	16.46	16.98	—
<b>White collar</b> .....	20.55	10.30	20.55	19.37	19.60	21.72
White-collar excluding sales .....	20.89	12.38	20.94	20.19	20.33	—
Professional specialty and technical .....	24.65	18.36	26.69	23.29	24.31	—
Professional specialty .....	26.00	20.45	27.19	24.87	25.74	—
Technical .....	19.90	13.92	—	19.71	19.45	—
Executive, administrative, and managerial .....	28.84	—	—	29.66	28.67	—
Sales .....	16.17	6.99	—	13.35	12.07	19.21
Administrative support, including clerical .....	13.16	9.24	14.39	12.26	12.77	—
<b>Blue collar</b> .....	14.21	8.17	15.50	12.83	13.71	—
Precision production, craft, and repair .....	17.29	—	16.60	17.86	17.44	—
Machine operators, assemblers, and inspectors .....	13.53	—	16.20	12.09	13.53	—
Transportation and material moving .....	15.93	—	18.52	13.61	15.05	—
Handlers, equipment cleaners, helpers, and laborers .....	10.50	7.77	10.68	9.63	9.81	—
<b>Service</b> .....	12.06	6.17	17.27	7.71	10.48	—
	Relative error <sup>6</sup> (percent)					
<b>All occupations</b> .....	2.3	5.6	3.1	3.2	2.4	15.2
All excluding sales .....	2.4	6.6	3.1	3.3	2.5	—
<b>White collar</b> .....	2.5	7.4	4.0	3.2	2.7	18.0
White-collar excluding sales .....	2.6	8.3	4.2	3.0	2.6	—
Professional specialty and technical .....	3.1	8.0	5.8	3.6	3.0	—
Professional specialty .....	3.7	9.8	6.0	4.6	3.6	—
Technical .....	7.9	4.8	—	8.2	8.4	—
Executive, administrative, and managerial .....	4.7	—	—	4.6	4.7	—
Sales .....	9.5	3.4	—	11.2	11.4	19.0
Administrative support, including clerical .....	3.0	9.1	7.7	3.1	3.2	—
<b>Blue collar</b> .....	3.6	5.8	5.1	4.4	3.6	—
Precision production, craft, and repair .....	4.2	—	6.3	4.7	4.2	—
Machine operators, assemblers, and inspectors .....	6.6	—	10.5	5.4	6.6	—
Transportation and material moving .....	6.7	—	6.9	8.1	7.9	—
Handlers, equipment cleaners, helpers, and laborers .....	3.7	5.2	5.7	3.3	3.0	—
<b>Service</b> .....	8.7	7.9	9.5	4.6	8.5	—

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

<sup>3</sup> Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

<sup>4</sup> Union workers are those whose wages are determined through collective bargaining.

<sup>5</sup> Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

<sup>6</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

**Table 3. Establishment employment size: Mean hourly earnings<sup>1</sup> by occupational group,<sup>2</sup> private industry, National Compensation Survey, Columbus, OH, April 2000**

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers <sup>3</sup>	100 workers or more		
			Total	100 - 499 workers	500 workers or more
	Mean				
<b>All occupations</b> .....	\$15.52	\$13.48	\$15.86	\$14.37	\$17.62
All excluding sales .....	15.73	13.66	16.06	14.77	17.45
<b>White collar</b> .....	18.59	17.40	18.73	17.50	20.06
White-collar excluding sales .....	19.52	19.68	19.51	19.10	19.88
Professional specialty and technical .....	23.54	18.55	23.88	22.29	25.10
Professional specialty .....	25.50	21.37	25.75	24.65	26.51
Technical .....	17.24	—	17.68	16.11	19.37
Executive, administrative, and managerial .....	30.67	24.84	31.99	30.84	33.51
Sales .....	13.00	12.20	13.24	10.96	23.99
Administrative support, including clerical .....	12.10	14.15	11.96	11.75	12.13
<b>Blue collar</b> .....	13.59	12.24	13.90	12.64	15.22
Precision production, craft, and repair .....	17.47	17.44	17.47	16.78	18.26
Machine operators, assemblers, and inspectors .....	13.53	11.10	14.05	12.26	15.81
Transportation and material moving .....	15.34	16.51	15.19	11.59	19.40
Handlers, equipment cleaners, helpers, and laborers .....	9.83	8.88	10.09	9.77	10.44
<b>Service</b> .....	7.66	6.74	7.86	7.27	9.31
	Relative error <sup>4</sup> (percent)				
<b>All occupations</b> .....	3.0	8.0	3.3	5.2	3.7
All excluding sales .....	3.0	8.7	3.2	5.4	3.7
<b>White collar</b> .....	3.5	9.5	3.7	6.1	4.5
White-collar excluding sales .....	3.4	10.5	3.5	5.7	4.4
Professional specialty and technical .....	4.1	8.2	4.3	6.4	5.4
Professional specialty .....	4.6	4.7	4.9	8.1	5.8
Technical .....	6.1	—	6.3	5.6	10.2
Executive, administrative, and managerial .....	5.0	17.3	4.7	4.9	8.4
Sales .....	10.6	9.6	13.6	12.0	23.0
Administrative support, including clerical .....	3.0	7.7	3.2	5.6	3.6
<b>Blue collar</b> .....	3.8	11.9	4.0	4.4	5.4
Precision production, craft, and repair .....	4.9	11.9	5.5	8.4	5.7
Machine operators, assemblers, and inspectors .....	6.6	4.7	7.4	5.8	10.1
Transportation and material moving .....	9.2	12.4	10.6	11.9	5.9
Handlers, equipment cleaners, helpers, and laborers .....	3.0	3.6	3.3	5.1	4.0
<b>Service</b> .....	4.9	12.2	5.6	6.8	5.1

<sup>1</sup> Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

<sup>2</sup> A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

<sup>3</sup> Establishments classified with 50-99 workers may contain establishments with fewer than 50 due to staff reductions between survey sampling and collection.

<sup>4</sup> The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. IN THIS SURVEY, THE NONRESPONSE RATE FOR ALL INDUSTRIES AND PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.